MINUTES
Central Committee
3.24.22

MEMBERS PRESENT: L. Bilke, J. Moran, G. Jensen, T. Fritter

MEMBERS ABSENT: S. Frey (EXCUSED)

OTHERS PRESENT: A. Vembu Julian, J. Perkins, K. Howen

At 2:30PM, Chair Fritter called the meeting to order and instructed the Secretary to note all of those present.

Chair Fritter paused to accept public comments. Mr. Fritter noted that it was this week in 1960 that 6,000 Greyhound bus drivers went on strike.

Chair Fritter directed the attention of the Committee to the draft Minutes of the previous meeting. Mr. Bilke moved, seconded by Mr. Moran, to approve the Minutes. All in Favor. MOTION CARRIED.

Chair Fritter recognized Ms. Jen Perkins for the purpose of opening a discussion in regard to the Title and Total Compensation initiative.

Ms. Perkins reviewed a previously released document in which questions raised a committee meeting were responded to.

Discussion heard that compression is being addressed for higher wage earners on campus but not for those lower wage workers of university staff. Discussion was heard that wages that are not competitive is resulting in staff shortages. Discussion was heard that TTC has not been successful improving recruitment and retention. Reply came that in regard to compression, it was acknowledged as a valid concern and that TTC provides a starting point to have a conversation about it with the campus leadership. It was acknowledged that to address compression, financial resources would be needed.

Question was raised regarding a timeline. Reply came that while a strategy is being prepared, a timeline has not been published.

Discussion was heard that TTC was promoted as an exercise to create equity with similar campuses and with private sector employers, and then the messaging began changing along with the personnel attached to guide TTC. Concern was expressed that requests for survey were results were ignored. Reply came that the pandemic forced a delay in certain deliverables. The goal remains to align jobs with market data in order to pay a competitive wage.

Discussion heard that it shouldn’t take years to convey known mistakes in the process. Reply came that leadership is working on a strategy to take action and the data provided makes that possible.

Discussion heard that custodians are unhappy with their hourly wage, and it has been observed on 2nd and 3rd Shift that people don’t even bother showing up for interviews for which they have been scheduled. It was also heard that the description as ‘technician’ is inappropriate and confusing for
custodial applicants. It was heard that it is taking a long time to fill positions and, in the meantime, staff is overburdened. Reply came that ‘time to fill’ is being traced and it is a priority to fill jobs quicker. Reply also came that in regard to such private employers as Woodman’s and Kwik Trip, they have different staffing models.

Discussion was heard that 3rd party vendors have been used with a legal agreement not to make disclosures so as not to violate the Sherman Anti-Trust Act. Discussion was heard that the Sherman Anti-Trust Act has been more often used against the interest of labor rather than for it.

Concern was expressed that there is a lack of flexible scheduling for university staff.

Chair Fritter recognized the Secretary for the purpose of providing a report. Secretary reported that the Faculty wished to inquire of the university staff if they would have any objection to changing the term ‘Emeritus’ to ‘Emerit’. Concern was expressed that existing websites would have to be changed and it could create with existing software, such as at Transportation, where permits are issued under the ‘Emeritus’ title.

Chair Fritter provided a report in which he noted the discussions taking place regarding the planned survey of non-Faculty employees and that they will be removing the term ‘essential’ from the instructions, as per requested. Discussion heard that the names of those receiving DCF should be released for review.

Chair Fritter directed the attention of the Committee to the draft Agenda for the April meeting of Congress. Secretary reviewed the Agenda items. Mr. Bilke moved, seconded by Ms. Jensen, to approve the Agenda. All in Favor. MOTION CARRIED.

At 3:29PM, Mr. Bilke moved, seconded by Mr. Moran, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary